

## ADMINISTRATIVE POLICY



### STATE OF WASHINGTON DEPARTMENT OF LABOR AND INDUSTRIES EMPLOYMENT STANDARDS

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**TITLE: SCHOOL WEEK AND WORK WEEK FOR MINORS      NUMBER: ES.C.4.1**

**CHAPTER: RCW [49.12](#)  
WAC [296-125-027](#)**

**ISSUED: 4/16/03**

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#### ADMINISTRATIVE POLICY DISCLAIMER

This policy is designed to provide general information in regard to the current opinions of the Department of Labor & Industries on the subject matter covered. This policy is intended as a guide in the interpretation and application of the relevant statutes, regulations, and policies, and may not be applicable to all situations. This policy does not replace applicable RCW or WAC standards. If additional clarification is required, the Program Manager for Employment Standards should be consulted.

This document is effective as of the date of print and supersedes all previous interpretations and guidelines. Changes may occur after the date of print due to subsequent legislation, administrative rule, or judicial proceedings. The user is encouraged to notify the Program Manager to provide or receive updated information. This document will remain in effect until rescinded, modified, or withdrawn by the Director or his or her designee.

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For the purposes of scheduling work hours, the workweek for minors is the calendar week, Sunday through Saturday. The school week is Monday through Friday. Any day or week with any amount of school time is considered a school day and school week.


~~✍~~ In general, the school year is Labor Day through June 1. When school begins before Labor Day or ends after June 1, the "school" hours of work will apply.

~~✍~~ School vacations are winter and spring breaks and summer vacation.





#### **Hours for 14- and 15-year-old minors:**

~~✍~~ During winter and spring breaks, 14- and 15-year-old minors can work up to 8 hours per day and 40 hours per week, but not more than 6 days per week. During these breaks, the start and stop times for 14- and 15-year-old minors are the same as those listed for the school year, 7:00 a.m. and 7:00 p.m. (The 7:00 p.m. quit time reflects compliance with federal law.)

~~✍~~ During summer vacation, the hours of work are as listed above, with a start time of 7:00 a.m. and quit time of 9:00 p.m.

-  During a holiday school week (partial school week), such as the Thanksgiving week, the maximum number of hours for 14- and 15-year-old minors is 16 hours.

### **Hours for 16- and 17-year-old minors:.**

-  During winter and spring breaks, and summer vacation, 16- and 17-year-old minors may work up to 8 hours per day and 48 hours per week, but not more than 6 days per week. The start and stop times are 5:00 a.m. and midnight on nights before a non-school day.
-  During a holiday school week (partial school week), such as Thanksgiving week, the maximum number of hours for 16- and 17-year-old minors is 4 hours on a school day (6 hours with a special variance), 8 hours on a Friday or any non-school day and not more than 6 days per week. The maximum number of hours of work for 16- and 17-year-old minors is 20 or 28 (with the optional special variance).
-  Start and stop times are determined according to school or non-school status for the each workday.
-  For any part of the school year, any day (except Friday, when 8 hours are allowed) that has any amount of school time is still considered a school day and those hours apply. For 16- and 17-year-old minors who end school before June 1, summer vacation hours apply.